SERVICE PLAN

2011 / 2012 – 2013 / 2014

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

For more information about this document, contact:

Tracey Herbert
First Peoples' Heritage, Language and Culture Council
1A Boat Ramp Road
Brentwood Bay, B.C. V8M 1N9
TEL (250) 652-5952
FAX (250) 652-5953
EMAIL info@fphlcc.ca
WEB www.fphlcc.ca

NOTE ABOUT LANGUAGE USAGE IN THIS DOCUMENT

For the purposes of this document, *First Nations* is used in reference to registered on- and off-reserve and non-status individuals and organizations original to British Columbia, while *Aboriginal* is used in reference to all Indigenous peoples in Canada, including First Nations, Inuit and Métis. First Peoples' Heritage, Language and Culture Council programs, with the exception of the arts program, are developed specifically to support B.C. First Nations communities.

BRITISH COLUMBIA
The Best Place on Earth

TABLE OF CONTENTS

MESSAGE FROM THE BOARD CHAIR 2

ORGANIZATIONAL OVERVIEW 3
Corporate Governance
Programs We Deliver

CORPORATE GOVERNANCE 8

STRATEGIC CONTEXT 11
Key Challenges
Key Opportunities

GOALS, OBJECTIVES & PERFORMANCE MEASURES 15

PERFORMANCE MANAGEMENT SYSTEMS 22

SUMMARY FINANCIAL OUTLOOK 24

SHAREHOLDER'S LETTER OF EXPECTATIONS 26

APPENDICES 28
I: Aboriginal Languages in B.C.
II: First Peoples' Language Map of B.C.

MESSAGE FROM THE BOARD CHAIR

To the Honourable Barry Penner, Minister of Aboriginal Relations and Reconciliation

On behalf of the board of directors of the First Peoples' Heritage, Language and Culture Council (the First Peoples' Council), I am pleased to submit our *2011/2012–2013/14 Service Plan*.

The First Peoples' Council was established in 1990 through the *First Peoples' Heritage, Language and Culture Act*, which was designed to prevent the loss of the unique Indigenous languages, arts and cultures in British Columbia. The First Peoples' Council administers funds to support the First Nations people of B.C. to preserve their linguistic and cultural heritage for future generations.

This service plan is based on current budget assumptions, which allow the First Peoples' Council to work on some of the most urgent aspects of its mandate to revitalize B.C.'s First Nations languages, arts and culture.

Our corporate strategy continues to be to deliver effective funding programs and to provide support to First Nations communities working to revitalize their languages.

One of our most significant achievements over the past year was the publication of the *2010 Report on the Status of B.C. First Nations Languages*, which is a definitive measure of the condition of our languages. The report received media attention across the country, including coverage in the *Globe and Mail* and on the front page of the *Times Colonist*. The report has become a vital communications piece that was also distributed to First Nations communities and leadership, tribal councils, academic institutions, members of Parliament and members of the Legislative Assembly.

We continue to be recognized for our achievements in the development of cutting-edge language technology and applications. In April, the FirstVoices Language Tutor, the newest language teaching application for FirstVoices, was selected as a finalist for the Victoria Advanced Technology Council's "Product of the Year" award. As a pilot project, 11 of our community partners were invited to develop lessons for the Language Tutor. We hope that additional funding will allow us to roll out additional lessons for all other First Nations languages.

Over the next three years, our key strategies will remain the same. They include:

- Raising the profile of First Nations language loss by continuing to create reports and policy recommendations for government, communities and other stakeholders
- Working with B.C. communities and language champions to develop language archives on FirstVoices.com while there are still fluent speakers who can be recorded
- Creating opportunities for community-based language learning through the Master-Apprentice Program and language nests
- Assisting with community development by distributing best practice resources for Indigenous language revitalization, and supporting and developing language plans and language authorities
- Supporting emerging First Nations artists and arts organizations through the Aboriginal Arts Development Award program

Internationally, we are recognized as a "go-to" organization for information and strategies related to endangered Indigenous languages. Over the next three years, we have the opportunity to capitalize on this reputation, by continuing to share our work in language immersion and archiving with universities and countries around the world.

During the past year there have been amendments made to our governing legislation to better include

representation from all B.C. language groups on our advisory committee and to meet modern best practices for Crown corporation governance. The amendments have passed their third reading in the Legislative Assembly and once the legislation is in force (anticipated in the spring of 2011) we will begin to implement the changes. For further details on the proposed amendments to our governing legislation, please see the Governance section on page 8.

Unfortunately, despite our best efforts in programming, resource development and planning, we face one major risk in 2011/12, which is the same one we face every year—B.C. will lose more speakers and more languages if significant action is not taken now. The results of inaction will be costly. Based on our language report, we know that we have only four years before most of the First Nations languages in B.C. will be lost. The cost to get them back would be much greater than doing everything we can to save them now.

We have seen inspirational work from our province's language champions and dedicated communities. Awareness about the language situation is growing. The technology to document language is available and is increasing in sophistication every year. The crucial pieces are in place to change history. We need to work together—all levels of government, First Nations communities, not-for-profit organizations and the private sector—in order to make it so.

Sincerely,

Lorna Williams

CHAIR, THE FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

ACCOUNTABILITY STATEMENT

The 2011/12–2013/14 First Peoples' Heritage, Language and Culture Council Service Plan was prepared by staff at the First Peoples' Council under the board's direction in accordance with the Budget Transparency and Accountability Act and B.C. Reporting Principles. The plan is consistent with government's strategic priorities and fiscal plan. The board is accountable for the contents of the plan, including what has been included in the plan and how it has been reported. All significant assumptions, policy decisions, events and identified risks, as of December 9, 2010 have been considered in preparing the plan. The performance measures presented are consistent with the First Peoples' Heritage, Language and Culture Council's mandate and goals, and focus on aspects critical to the organization's performance. The targets in this plan have been determined based on an assessment of the First Peoples' Council's operating environment, forecast conditions, risk assessment and past performance.

ORGANIZATIONAL OVERVIEW

VISION AND MISSION

THE FIRST PEOPLES' COUNCIL serves 203 B.C. First Nations, 24+ Tribal Councils, 34 languages, 61 language dialects and a number of First Nations arts, culture and educational organizations. See the list of languages on page 28.

OUR VISION is one where "B.C. First Nations languages, cultures and arts are thriving, accessible and available to the First Nations of British Columbia, and the cultural knowledge expressed through First Nations languages, cultures and arts is recognized, valued and embraced by all citizens in B.C."

OUR MISSION is to provide leadership in British Columbia for the revitalization of First Nations heritage, languages, culture and arts.

OUR ROLE is to monitor the status of First Nations languages, cultures and arts, and to develop strategies that assist communities to recover and sustain their heritage. We serve our stakeholders and partners by providing programs and initiatives for heritage, language, arts and culture revitalization.

LEGISLATION AND MANDATE

The First Peoples' Council has been offering services and programs to support First Nations language, arts and culture revitalization in British Columbia for 20 years.

It was created by the provincial government in 1990 to administer the First Peoples' Heritage, Language and Culture program. The enabling legislation is the *First Peoples' Heritage, Language and Culture Act*. See: www.fphlcc.ca/downloads/fphlcc-act.pdf

The First Peoples' Council operates according to an annual Shareholder's Letter of Expectations (SLE) that outlines government's direction. Please see page 26 for information on the *2011/12 Shareholder's Letter of Expectations* and our planned actions to address it.

For details on amendments to our legislation, please see the Governance section on page 9.

OUR STAKEHOLDERS

B.C. First Nations communities
B.C. First Nations artists
B.C. First Nations arts and culture organizations
New Relationship Trust (NRT)
Ministry of Aboriginal Relations and Reconciliation (MARR)
BC Arts Council

OUR KEY PARTNERS

Native Economic Development Advisory Board (NEDAB)
First Peoples' Cultural Foundation
First Nations Education Steering Committee (FNESC)
First Nations Technology Council
Government of British Columbia
2010 Legacies Now Society
Canada Council for the Arts
B.C. Caucus of Cultural Centres
Department of Canadian Heritage
Network BC

WHAT WE DO

- Facilitate opportunities for First Nations communities in B.C. to receive funding for language and arts projects
- Advise government on programs and issues related to First Nations languages, arts and culture
- Develop programs and community development resources to encourage the revitalization of First Nations languages, arts and culture
- Facilitate relationship-building opportunities between government and non-governmental entities and First Nations experts
- Offer a network of information and opportunities to First Nations artists and language champions
- Offer advice and assistance to First Nations funding applicants
- Educate and share information with people in B.C. about First Nations languages, arts and culture
- Advocate for B.C. First Nations languages, arts and culture
- Provide training in language revitalization, archiving and immersion programs
- Work in partnership with First Nations communities to revitalize and archive First Nations cultures and languages and restore literacy and fluency in First Nations languages

OUR VALUES

Accountability – The executive director, board and staff are directly accountable to our stakeholders and to First Nations in B.C.

Transparency – Program procedures and decisions will be open and transparent.

Results-based – Program delivery will be efficient and outcome-based.

Collaboration – Programs will be coordinated with other service providers and language groups to maximize benefits.

Integrity – All work will be done with an overriding focus on cultural integrity and honesty.

The B.C. Language Initiative (BCLI)
Supports projects to revitalize B.C. First Nations languages through documentation, immersion programs, and material and curriculum development. First Nations communities and organizations are eligible to submit proposals.

Language Immersion Programs
In 2007, the New Relationship Trust and the Ministry of Aboriginal Relations and Reconciliation committed to providing three years of annual funding for the development of four pilot language programs to meet priorities identified by First Nations language stakeholders. The successful three-year pilot ended in 2010 and the programs have been extended for another three years with the same level of funding. The programs are:

- *First Nations Language Authorities* – Communities that speak the same language or dialects of the same language come together to create long-term language revitalization plans, share resources and serve as the decision-making bodies for their language and dialects.

- *Pre-School Language Nests* – Language nests are childcare environments where the children, caretakers and volunteer Elders communicate only in their ancestral language to foster a new generation of fluent speakers. Parents are encouraged to participate and use the language in their homes.

- *Language and Culture Camps* – First Nations community members from different generations are given funding to host cultural activities on the land in their languages in order to foster both language and culture and to reinforce the fact that the two are inseparable.

- *The Master-Apprentice Program* – A three-year program cycle that unites committed language learners (apprentices) with fluent speakers (the masters) for 300 hours a year of complete language immersion.

Note: All language immersion program participants are selected through a juried peer review committee of language experts.

The Aboriginal Arts Development Awards (AADA)
Aboriginal Arts Development Awards are distributed to projects in four categories:

- *Individual* – projects that support the creative or professional development of emerging Aboriginal artists working in any artistic discipline

- *Organization* – supports either the capacity development of an arts organization, a specific project that the organization would not be able to undertake otherwise or a combination of both options

- *Sharing Traditional Arts Across Generations* – supports the transmission of traditional artistic practices from one generation to another, often through a mentorship program or other form of training

- *Aboriginal Arts Administrator and Cultural Manager Internships program* – helps place an aspiring arts administrator in an internship position with an established organization or in a mentorship program

Note: All grant recipients are chosen by a juried peer review committee of established artists and arts administrators.

FirstVoices
FirstVoices is our internationally recognized online Indigenous language documentation and teaching resource. FirstVoices provides state-of-the-art technologies, training and technical support to community language champions. *www.firstvoices.com*

New this year: FirstVoices created the **FirstVoices Language Tutor**, which enables communities to build graduated and intuitive language lessons using their existing FirstVoices language archive or to start from scratch. Students and teachers can also track their progress online, making it perfect for classroom use. *www.firstvoices.com/tutor*

CORPORATE GOVERNANCE

Our governing legislation has been amended to include representation from all B.C. language groups on our advisory committee and to meet modern best practices for Crown corporations. The amendments have passed their third reading in the Legislative Assembly and we expect them to be brought into force in the spring of 2011. In this section, we will discuss our current governance model and then the proposed changes to demonstrate the differences between the two and the reasons for the change.

OVERVIEW – CURRENT GOVERNANCE

Each of B.C.'s 24 Tribal Councils elects a representative to the First Peoples' Council's Advisory Committee. Acting as liaisons, the advisory committee members relay information on programs and initiatives of the First Peoples' Council to their communities.

The Minister of Aboriginal Relations and Reconciliation appoints the Council's 12-member board of directors. Nine members are recommended to the Minister by the advisory committee and three members are recommended to the Minister by the Board Resourcing and Development Office (BRDO). In recognition of a collaborative working relationship with the First Nations Education Steering Committee (FNESC), a FNESC representative participates as an observer.

The First Peoples' Council follows government's guiding principles on corporate governance for Crown agencies. Our Shareholder's Letter of Expectations describes mandate, expectations, roles, responsibilities and accountabilities. Governance policies for the First Peoples' Council are reviewed annually to ensure that they continue to meet the needs of the Council and are consistent with the government's guiding principles on Crown agency governance.

ROLE OF THE BOARD

The mandate of the Board of Directors is to govern the operations of the organization by setting direction and policy, providing leadership to the First Peoples' Council and advocating on behalf of members.

CURRENT BOARD OPERATIONS

- The First Peoples' Council convenes quarterly board meetings, supplemented by conference calls as needed.
- Committees of the board hold regular meetings by conference call.
- Standing committees meet independently and report details back to the board, with minutes sent to the board for review.
- At the AGM in October, the board reports to the advisory committee and hosts workshops with advisory committee members to hear feedback on specific needs, programs and suggestions for improvement. This information guides the board in setting organizational goals and strategies.

CURRENT BOARD ACTIVITIES AND RESPONSIBILITIES

- Conduct strategic planning, including the annual service plan
- Undertake budgetary planning and accept these budgets by formal resolution
- Modify and/or adopt plans to meet the routine demands of the First Peoples' Council
- Assess and evaluate performance of the Council through the annual report
- Retain and manage the relationship with the executive director
- Record faithfully for the corporate record any minutes of their meetings
- Report to the advisory committee at the AGM

AMENDMENTS TO GOVERNANCE

One of the major problems with the current legislation is that it does not include all of B.C.'s language groups on its advisory and governance committees — only 18 of the 34 languages in B.C. have a voice.

When the *First Peoples' Heritage, Language and Culture Act* was established in 1990, most First Nations languages were represented by a tribal council. Since then, some First Nations have become independent from tribal councils and no longer have an avenue to elect a representative to our advisory committee. Other tribal councils have expanded and have more than one representative on our advisory committee.

To address this issue, a legislative amendment will expand the membership of the advisory committee to include a representative of each language group in B.C. Instead of board members being selected from the advisory committee, board appointments will reflect the range of skills, knowledge and experience needed to oversee a provincial Crown corporation as well as special skills required by the board, including organizational, financial, human resource management, communication and marketing skills.

AMENDMENTS TO NOMINATION, SELECTION AND APPOINTMENT

Once the amended legislation is brought into force, membership on both the advisory committee and board of directors will be sought through an open nomination process, which will be developed and managed by the board's governance committee. This open nomination process means that any B.C. First Nations individual, organization or community will be able to nominate someone for membership. The advisory committee and board members will be recommended by the governance committee, while the Minister of Aboriginal Relations and Reconciliation will continue to approve all board appointments.

This model will provide the First Peoples' Council with a wider range of representation than it currently has and will provide opportunities for more First Nations to participate on both the advisory committee and board. It also provides more flexibility, which is consistent with modern best practices that allow Crown corporations to determine their own structure and governance processes.

BOARD COMMITTEES

The **governance committee** conducts all high-level business related to policy development and review of board policies and administrative policies, but does not have authority for financial policy, which is the responsibility of the finance and audit committee.

It also acts as a membership monitoring group to conduct all business relating to board membership, monitors board meeting attendance, reviews the status of board membership, welcomes new members and issues communications to members and notifies those members whose terms will be expiring. Once the amendments to the governance are in force, the governance committee will also recommend membership to the advisory committee.

Members: Herbert Morven, *chair;* Bill Cohen, Mariann Burka, Gary Johnston

The **finance and audit committee** conducts all high-level business related to finance for the board, such as budget review, audit review and financial policy development.

Members: Emma Donnessy, *chair;* Marlene Erickson, Lorna Williams, Laura Webb

The **HR and compensation committee** is responsible for hiring and evaluating the performance of the executive director, and making recommendations for her remuneration levels.

Members: Tamara Davidson, *chair;* John Haugen, John Elliott, Phyllis Chelsea, Cliff Atleo

Detailed descriptions of duties and terms of reference can be found on the First Peoples' Council website at: www.fphlcc.ca/about-us/governance.

CORPORATE GOVERNANCE

Staff, board and advisory committee of the First Peoples' Council at Quaaout Lodge near Chase, B.C. for our 2010 Annual General Meetin

KEY ACCOUNTABILITIES

The First Peoples' Council's Board of Directors is accountable to the Minister of Aboriginal Relations and Reconciliation through the organization's annual service plan, annual report and through reporting on its transfer under agreement. The organization is also accountable to B.C. First Nations and its other funders, including the New Relationship Trust, the Department of Canadian Heritage, the BC Arts Council, the Canada Council for the Arts and the First Nations Technology Council.

GOVERNANCE PRINCIPLES

We are currently drafting our governance principles. They were recently discussed at our October AGM and we will post them on our website and share them in future reports once they have been completed.

2010/11 Board of Directors

Dr. Lorna Williams, *(chair)*
Herbert Morven, *(vice-chair); Nisga'a Lisims Government*
Tamara Davidson, *(secretary); Council of the Haida Nation*
Emma Donnessy, *(treasurer); Kaska Tribal Council*
Mariann Burka, *(government seat)*
Bill Cohen, *Okanagan Nation Alliance*
Marlene Erickson, *Carrier Sekani Tribal Council*
John Haugen, *Nlaka'pamux Nation*
Laura Webb, *Treaty 8 Tribal Association*
Clifford Atleo, *Nuu-chah-nulth Tribal Council*
Phyllis Chelsea, *Northern Shuswap Tribal Council*
Gary Johnston, *(urban representative)*
John Elliott, *(recognized observer)*

2010/11 Advisory Committee

Mary Basil, *Ktunaxa Nation*
Clifford Atleo, *Nuu-chah-nulth Tribal Council*
Mike Willie, *Musgamagw Tsawataineuk Tribal Council*
Phyllis Chelsea, *Northern Shuswap Tribal Council*
Bill Cohen, *Okanagan Nation Alliance*
Tamara Davidson, *Council of the Haida Nation*
Thelma Wenman, *Stó:lo Nation Council*
Emma Donnessy, *Kaska Tribal Council*
Marlene Erickson, *Carrier Sekani Tribal Council*
John Haugen, *Nlaka'pamux Nation Tribal Council*
John Henderson, *Kwakiutl District Council*
Susan James, *Lillooet Tribal Council*
Bernadette Manuel, *Nicola Tribal Association*
Herbert Morven, *Nisga'a Lisims Government*
Deborah Nelson, *Oweekeno-Kitasoo-Nuxalk Tribal Council*
Tyrone McNeil, *Stó:lo Tribal Council*
Laura Webb, *Treaty 8 Tribal Association*
Chief Allan Louie, *Carrier Chilcotin Tribal Council*
Betty Sampson, *Gitxsan Chief's Office*

Senior Management

Tracey Herbert, *Executive Director*

Office Location

Brentwood Bay, B.C. on the Tsartlip First Nation

The First Peoples' Council complies with the 12 disclosure requirements of the *Best Practices Guidelines on Governance and Disclosure* published by the Board Resourcing and Development Office. Please see the governance section of our website and download our *Board Policies and Procedures Manual*: www.fphlcc.ca/about-us/governance.

STRATEGIC CONTEXT

BACKGROUND

British Columbia is the only province in Canada that has created a Crown corporation to be the lead agency for First Nations heritage, language, culture and the arts. The First Peoples' Council has the recognition and support of B.C. First Nations political leadership and has a close working relationship with its community partners.

With 34 First Nations languages and 61 dialects, British Columbia has the majority of Canada's First Nations languages within its borders—roughly 60%. As is the case across the country, First Nations languages in B.C. are in steep decline due to a number of factors, including social, industrial and cultural pressures from the dominant English-speaking society and the Canadian government's past policies of assimilation, manifested in the residential school system.

Through this system, children were separated from their families and forbidden to speak their languages or live their cultures. As a result, the transmission of languages and culture between generations was interrupted, the effects of which will continue to reverberate for years to come.

The current situation of First Nations languages in British Columbia[1]:

- Fluent speakers of a First Nations language are rare. Making up approximately 5% of the B.C. First Nations population, they are mostly Elders and their numbers are declining. Their knowledge and teachings must be recorded and passed on quickly.

- First Nations people who are learning their languages make up only 11% of the B.C. First Nations population. Classroom resources (including the time committed to language) are generally insufficient to create fluent speakers.

- Every First Nations language in B.C. is nearly extinct (22) or severely endangered (8). Three languages and three dialects have gone extinct within recent memory and at the current rate of language decline, most if not all First Nations languages will be extinct in four years.

- The loss of language and culture has negative effects on the health, economies and social vitality of First Nations communities, making closing the gap even more difficult.

On the positive side, many of the semi-fluent speakers in B.C. and the majority of the language learners are under the age of 25. This is a fast-growing population with many committed learners and culture champions who are uniting with fluent Elders and becoming a driving force behind language and culture revitalization.

Furthermore, there is considerable work being done in the First Nations communities of B.C. to tackle the legacy of language loss left behind by residential schools. They are collaborating to share resources and to overcome challenges; they are running immersion programs to create new speakers; and they are recording their languages for future generations to study. So while the current situation is dire, there are many people ready to take up the challenge and given the right resources, they will be able to effect profound change for First Nations in B.C.

For more information on the status of First Nations languages in British Columbia, please see our comprehensive *2010 Report on the Status of B.C. First Nations Languages* at: www.fphlcc.ca/language/language-report.

[1] SOURCE: *2010 Report on the Status of B.C. First Nations Languages*, First Peoples' Heritage, Language and Culture Council.

KEY STRATEGIC ISSUES

CHALLENGE	CONTEXT	ACTION TO MITIGATE
Extremely limited window of opportunity for effective action	The report we released in 2010 shows that if significant action is not taken, many of the First Nations languages of British Columbia will be extinct in four years.	We are taking a multi-pronged approach to language loss, including: • Working with partners to maximize resources • Delivering funding for language immersion programs to communities • Developing and administering First Voices, an online language archiving tool
Quantity and diversity of First Nations languages and cultures in B.C.	British Columbia has 34 distinct languages and 61 dialects as well as thousands of distinct cultural practices and traditional art forms. The sheer diversity of languages and cultures means that resources are spread thinly.	The First Peoples' Council is lobbying for additional resources and is making the most efficient use of its existing resources, including technological innovations. We support language authorities, which are entities that unite language communities divided by geography or political boundaries to ensure that each language family has a single, committed strategy and can share resources effectively.
Limited resources available	B.C. is home to the majority of Canada's First Nations languages and cultures, but does not currently receive the equivalent proportion of funding to address its revitalization requirements. Limited funding means that not every language can be saved. For example, the last two speakers of the Hupačasath dialect passed away in 2009.	The First Peoples' Council and its stakeholders are working together to secure a more equitable share of federal funding. We report on the status of First Nations languages and cultures in B.C. so that our funding partners can make informed funding decisions. Furthermore, while we cannot fund language or arts programs in every B.C. community, we do provide language and arts resources, such as informational booklets, language preservation toolkits and arts career handbooks for free.
Not all funding is being targeted by all funders in a coordinated manner to ensure maximum effectiveness	B.C. and Canada also contribute funding towards First Nations language and culture programs other than those offered by the First Peoples' Council. In some cases, this means that critical resources are being used to create new infrastructure instead of supporting existing infrastructure. Some funding is also being spent in areas such as "awareness" of First Nations languages instead of on critical immersion and archiving activities.	Over the next year, we will begin developing recommendations for how money for languages could be spent most effectively.

CHALLENGE	CONTEXT	ACTION TO MITIGATE
Unstable economic climate	We have experienced a decline in revenue of 11% over the past year. A further decline of 11% is expected over the next year and we face uncertainty about certain funding sources external to the provincial government, which makes it a challenge to set targets for the future and, more importantly, weakens our ability to pursue our mandate.	We make efficient use of the resources we receive and are campaigning to receive more funding. Our sister organization, the First Peoples' Cultural Foundation is able to solicit private sector funding as a non-profit organization unaffiliated with the government. Through them, we hope to be able to access funding from sources that are currently unavailable to us.
Limited access to technology in communities	A significant percentage of First Nations communities still do not have access to industry or business-grade internet. The geographic challenge of serving the entire province with FirstVoices without internet availability is a critical issue. Improved internet access will provide an opportunity to exploit technology more fully.	The First Peoples' Council is working with the First Nations Technology Council and Network B.C. to make FirstVoices accessible to more communities.
Other high priority needs in First Nations communities	Socio-economic issues such as health and education and a focus on treaty land and natural resource issues compete with culture and language for limited human and financial resources. It is challenging to draw attention to language and culture as critical priorities given that First Nations communities are challenged with other urgent social and economic issues. In addition, language and culture become "add-ons" to other initiatives and are the last items to receive attention and resources.	The First Peoples' Council continues to meet with federal and provincial representatives and First Nations leaders to encourage leadership at all levels to take action on language and culture. It is our goal this year to highlight the link between positive health outcomes and language learning.

KEY STRATEGIC ISSUES

OPPORTUNITIES	ACTION
Untapped private sector resources	Individuals in the larger community are interested in First Nations arts, culture and language, and genuinely care about their survival. The First Peoples' Council will continue to work with the First Peoples' Cultural Foundation to build relationships with organizations and private sector donors that will lead to increased levels of funding.
Use of technology for recording and preserving cultural and language knowledge	The increased usability and availability of technology has made recording and archiving cultural knowledge a viable option for even the smallest of communities. Since 2003, for example, more than 30 B.C. First Nations communities have uploaded thousands of text entries, sound files, pictures and videos to archives on FirstVoices.com. We are continuing to expand FirstVoices to make it even more robust. FirstVoices Language Tutor has given communities the chance to build state-of-the-art online language lessons, and we recently launched a FirstVoices language app for the iPhone, iPad and iPod touch.
Unanimous support from B.C. First Nations leadership	B.C. leadership organizations have adopted resolutions of support endorsing the First Peoples' Council as the go-to organization for First Nations arts, language and culture revitalization in British Columbia. The First Peoples' Council will continue to work with First Nations leadership to draft and implement viable solutions to the critical issues of language and cultural loss in our communities.
Employment and capacity-building for First Nations cultural sector	We provide funding to communities and train individuals to work in a volunteer-capacity in the areas of language and culture. There is a real opportunity for these cultural leaders to transition into full-time employment in support of culture and language in their communities, thereby combining economic and cultural benefits.

GOALS, OBJECTIVES & PERFORMANCE MEASURES

NOTES FOR ALL GOALS: Management strives to ensure information is accurate and unbiased by using internal tracking systems and consulting with outside experts. Where possible, using available resources, program evaluations are undertaken.

GOAL 1

To provide programs and resources to support B.C. First Nations communities in realizing their visions for the revitalization of their arts, culture and languages—so that the wealth of B.C. First Nations arts, culture and languages are preserved, accessible, recognized and valued.

STRATEGIES

- Deliver arts, culture and language funding to B.C. First Nations communities and organizations
- Develop and distribute effective community development tools and resources to build community capacity and to help B.C. First Nations communities develop and implement long-term plans and programming for arts, culture and language revitalization
- Use technology to archive all B.C. First Nations languages and create new tools and programming for arts, culture and language revitalization

DISCUSSION OF GOAL AND STRATEGIES

Providing programs and resources to B.C. First Nations to assist them to revitalize their language and culture is an essential part of our mandate. Therefore, this goal, and its accompanying strategies and performance measures are the most basic means of assessing our performance.

PERFORMANCE MEASURE	TARGET 09/10	ACTUAL 09/10	TARGET 10/11	TARGET 11/12	TARGET 12/13	TARGET 13/14
1.1 Number of arts projects funded	50	47	50	50	50	50
1.2 Number of language/culture projects funded	40	77	60	60	60	60
1.3 Percentage of B.C First Nations languages and dialects archived on FirstVoices	4.8%	NOT MEASURED	5%	5.1%	5.2%	5.3%
1.4 New resources to support language and arts projects	13	17	10	10	10	10

DESCRIPTION AND RATIONALE FOR PERFORMANCE MEASURE AND TARGETS

Given that our revenue has declined by 11% over the past year, our aim is to maintain the level of service we provide. As a result, our targets will stay the same or increase gradually.

Performance Measure 1.1: Number of arts projects funded

This measure was chosen because it is the most basic way to monitor our support of Aboriginal artists in B.C. We have set the target at 50 because it is slightly higher than the numbers in the past two years (49 funded in 08/09 and 47 funded in 09/10). Furthermore, if we can support 50 projects, it generally means that we have received at least twice as many applications, which demonstrates an active Aboriginal arts community that is aware of our organization.

The data for this measure is provided by the arts department database.

Performance Measure 1.2: Number of language and culture projects funded

As with performance measure 1.1, monitoring the numbers of language/culture projects we fund demonstrates our ability to support language immersion programs in B.C.

In 2009/2010, we greatly exceeded our target for this measure. This is because an increased number of projects received less funding.

Our targets for the next three years assume that our funding will continue at the same level over this time period.

Data for this measure is provided by the language department database.

Performance Measure 1.3: Percentage of B.C. First Nations languages and dialects archived on FirstVoices

This is an important indicator of how much is left to do before we can consider the First Nations languages of B.C. completely archived.

We calculate the "percentage of B.C. First Nations languages and dialects archived" by multiplying the average words in a language's lexicon (our calculations are based on 20,000 words and phrases) by the 61 First Nations languages and dialects in B.C. and then comparing the number of entries archived at FirstVoices.com to that total. Previous calculations used 59 languages and dialects, but we now count the migratory languages, Cree and Saulteau, which have established communities in the province. We added these languages to our count in 2010.

The targets increase by 0.1% per year because FirstVoices has been receiving very little direct funding to increase the numbers of words and phrases in its archives. (An increase of 0.1% amounts to a nominal increase of 1,220 entries). If FirstVoices were to receive additional direct funding, we could bump this up substantially. The full cost to complete all of the archives is $3,196,317 per year for three years.

The measure "Percentage of B.C. First Nations languages and dialects archived on FirstVoices" was not measured in our *2009/10 Annual Report* as the service plan that it was reporting on used a different measure to gauge the performance of FirstVoices.

The data for this measure is provided by the FirstVoices.com website database.

Performance Measure 1.4: New resources to support language and arts projects

The number of resources we create in a year links directly with our goal to "provide resources to support B.C. First Nations communities in realizing their visions for the revitalization of their arts, culture and languages."

We have created many resources in the past few years and our reduced targets reflect a goal to continue to increase our resources, but at a more measured pace based upon specific needs.

In previous plans, this measure did not use the word "new"; however, the intention is to track the number of resources created each year, not the total number of resources we have created. To avoid confusion on the matter, we added the word "new."

This data is provided by the arts and language departments.

GOALS, OBJECTIVES & PERFORMANCE MEASURES

GOAL 2

To communicate effectively about the work of the First Peoples' Council to ensure it is seen as the go-to organization for government, First Nations leadership and the public for information, services and advice related to B.C. First Nations arts, culture and language issues.

STRATEGIES

- Promote and celebrate First Nations languages, arts and culture in B.C.
- Raise awareness about the current state of B.C. First Nations arts, culture and languages
- Strengthen the organizational brand to improve awareness of the organization and its work with B.C. First Nations

DISCUSSION OF GOAL AND STRATEGIES

Our organization can only succeed if First Nations communities apply for language and arts program funding, if First Nations leadership trusts us, if the government believes in our results and the general public knows us to be the definitive source of information about First Nations languages and culture.

However, as our organization is a small Crown corporation, with just a handful of full-time staff, it has been a challenge to raise the profile of the organization and its work, but we have made much progress in recent years, particularly with the hiring of a dedicated communications staff person in 2008. This past year, our *2010 Report on the Status of First Nations Languages* received a lot of media attention, and our participation in Knowledge Network's *Our First Voices* films helped increase awareness about First Nations languages in B.C.

We will continue to build awareness about our cause and the organization itself, particularly through the launch of our new brand this year. As we work directly with more and more communities, knowledge of our organization and our expertise in the field continues to grow as well.

PERFORMANCE MEASURE	TARGET 09/10	ACTUAL 09/10	TARGET 10/11	TARGET 11/12	TARGET 12/13	TARGET 13/14
2.1 Re-branding to increase awareness of organization	Develop new logo, website, collateral material	New logo, website and collateral material in final stages of development	Roll out new identity, complete materials	Develop tracking tools to evaluate success of new brand	Track new materials	N/A – DISCONTINUE MEASURE
2.2 Number of communications contacts	1,600	2,782	2,900	3,000	3,100	3,200
2.3 Website traffic for the First Peoples' Council, FirstVoices and the First Peoples' Language Map	7,200,000 HITS	11,412,938 HITS	115,000 VISITS	117,000 VISITS	119,000 VISITS	121,000 VISITS

DESCRIPTION AND RATIONALE FOR PERFORMANCE MEASURE AND TARGETS

We have removed "reporting for contracts, contributions, MOU and crown agency requirements" as a performance measure this year because it is not a performance goal.

Performance Measure 2.1: Rebranding to increase awareness of organization

We are in the process of overhauling our brand identity with the help of Metaform Communication Design. While our logo and name have served us for the past 20 years and have become synonymous with our commitment to First Nations arts, languages and cultures, our organization and our image must grow to best represent us.

In the next few months, we will roll out our new identity complete with a new name, logo and website. We will set up tracking tools and evaluate the success of our new brand in subsequent years. We also plan to continue monitoring the perception of our brand after 2013/14, but will no longer include it as a performance measure.

Performance Measure 2.2: Number of communications contacts

Our list of communications contacts includes individuals from government, First Nations leadership and members of the public who follow us through social media channels.

In our *2010/11–2012/13 Service Plan*, the 09/10 target for "number of communications contacts" was 1,600. We exceeded this target greatly, and our new targets are based on the benchmark set in 09/10.

We have increased our targets for communications contacts gradually over the next three years because we have already assembled a comprehensive communications list. We have also fostered an open dialogue with a growing number of people (especially youth) who follow us on Facebook (1,462 followers) and Twitter (853 followers)[2]. Our contact list now continues to grow through social media and when people sign up for our distribution lists, which will further increase once the option to sign-up for various updates becomes more readily accessible with the launch of our new website.

The data for this measure is provided by our communications contacts database and our social media reports.

[2] Numbers for Facebook and Twitter accurate as of December 9, 2010.

Performance Measure 2.3: Website traffic for the First Peoples' Council, FirstVoices and the First Peoples' Language Map

Our 08/09 target for all of our websites was one million hits, but FirstVoices, FirstVoices Kids, the First Peoples' Council website and the language map website received 6,906,583 hits and we based our 09/10 targets on this performance.

Tracking our website traffic is a valuable way to measure our ability to communicate our message. However, we have had difficulty creating a solid benchmark for this performance measure. The reason is that our websites are tracked on different systems (Google Analytics and Funnel Web Analyzer) and we have discovered discrepancies in the way each system tracks hits to our websites. For example, Funnel Web Analyzer recorded 6,527,462 hits to the language map in 2009/10: on Google Analytics, the number was 108,609. However, there was no difference in the numbers of visitors to our sites on both systems.

As a result of these discrepancies, we have decided to track visitors in future instead of hits, which experts believe to be a more accurate website measure. This change can be seen in the future targets that have been chosen.

In the past, we had separate performance measures for each website; we have included them in one all-inclusive measure in order to streamline our reports. In 09/10, www.firstvoices.com and www.firstvoiceskids.com received 4.8 million hits, www.fphlcc.ca received 85,476 hits and our language map (http://maps.fphlcc.ca) received 6,527,462 hits.

GOAL 3

To be a well-run, model organization that is respected by stakeholders and viewed as a good investment by potential funders.

STRATEGIES

- Develop and maintain good working relationships with our community partners, government funders and First Nations leadership
- Continue to develop the First Peoples' Council as a strategic, responsive, results-based organization and provide a supportive working environment that promotes innovation and results[3]
- Attract and keep the best staff
- Ensure governance follows best standards and practices
- Maximize use of limited resources
- Attract investment to the organization from provincial government ministries, the federal government and private sector partners
- Be seen as the best organization to create and run a First Peoples' Cultural Institute[4]

[3] This strategy was moved from Goal 2 because it is a better fit with the modified aims of Goal 3.
[4] See page 23 for more information about our vision for a First Peoples' Cultural Institute.

DISCUSSION OF GOAL AND STRATEGIES

This goal is a modification of our previous goal three, which was "to secure funding for the full realization of the First Peoples' Council mandate to revitalize First Nations arts, cultures and languages in B.C." Securing funding to realize our mandate remains of vital importance, but it is only one strategy that is part of the larger goal described above.

Fundraising will be shared with our sister organization, the First Peoples' Cultural Foundation. Over the past year, we have worked with the Foundation to build up its governance and capacity to fundraise and we look forward to the further work we can do together in this area.

With this new goal and its accompanying performance measures, we will focus on continuing to build on our reputation as an organization that is run in a fiscally responsible manner with a high level of engagement by staff and respect from communities.

PERFORMANCE MEASURE	TARGET 09/10	ACTUAL 09/10	TARGET 10/11	TARGET 11/12	TARGET 12/13	TARGET 13/14
3.1 Number of new opportunities to leverage funding [1]	2	3	2	2	2	2
3.2 Number of cost-sharing opportunities with partners [2]	3	4	3	3	3	3
3.3 Percentage of employees who said they are engaged or highly engaged	N/A	N/A	75%	79%	83%	87%

Performance Measure 3.1: Number of new opportunities to leverage funding

In order to achieve our mandate, we must identify every possible opportunity to leverage funding to expand programs, create new ones and hire staff. For example, in 2009/10, we received funding from the Canada Council to hire a full-time arts administrative assistant and the New Relationship Trust also provided funding for a staff member in the language department. Funding from the Ministry of Advanced Education went towards a project we worked on with Knowledge (formerly Knowledge Network) to produce 13 short films on B.C.'s Indigenous languages.

We plan to work with our partners to take advantage of two similar opportunities each year over the next three years.

[1] Includes offering matching funds.
[2] Includes putting on joint events.

Performance Measure 3.2: Number of cost-sharing opportunities with partners

Most of our opportunities are cost shared with our partners. Our capacity to work with our partners to make projects happen is a good measure of the effectiveness of our operations and we aim to create three cost-sharing opportunities per year over the next three years.

Performance Measure 3.3 Percentage of employees who said they are engaged or highly engaged

A satisfied staff is vital to a well-run and respected organization.

We will use Survey Monkey to annually ask our staff to rate their overall engagement with the work they are doing. We have set this measure at 75% initially, which is high, but we are confident that we will achieve this as most of our staff members have informally reported that they find value in their work.

PERFORMANCE MANAGEMENT SYSTEMS

FORMAL PROGRAM REVIEWS

Conducted by independent experts, using data collected from program applicants, needs assessments, focus groups, individual applicant interviews and peer review committee recommendations and interviews.

FEEDBACK FROM PEER REVIEW COMMITTEES

Peer review committees are convened to make decisions regarding funding of projects. These committees of community and language experts also provide annual recommendations regarding programs, delivery materials, criteria, etc.

ADVISORY COMMITTEE FEEDBACK

The advisory committee members provide feedback on the administration and delivery of First Peoples' Council programs in their territories. They also advise the board on policy development.

COLLECTION AND ANALYSIS OF STATISTICS ON CLIENT USE OF SERVICES

The First Peoples' Council collects statistics and analyzes feedback to evaluate usage and effectiveness of its programming and communications tools. These include statistics on funding applications, website and media hits, document downloads and feedback from arts outreach workshops. Also available is an online "language needs assessment" that tracks speakers and identifies community resources that can assist with language revitalization.

ANNUAL PERFORMANCE REVIEWS

The board of the First Peoples' Council reports to the advisory committee at the AGM and gathers feedback. Management and staff undergo an annual formal review process and there is also an annual board evaluation process.

BENCHMARKING

The First Peoples' Council has no identical organizations with which to compare itself, but the Woodlands Cultural Centre in Brantford, Ontario serves the same number of First Nations, but with just six languages to protect, as compared to 34 languages and 61 dialects in British Columbia. In 2009/10, research by the First Peoples' Council determined the history, mandate and programs run by the Centre. This year, we intend to find out more specific information, including numbers of programs, numbers of staff and the Centre's governance model.

FUTURE VISION FOR THE ORGANIZATION

Establishment of a First Peoples' Cultural Institute

Even with the economic uncertainty we are now facing, we are determined to realize our vision for a centre that will continue to raise the profile of First Nations arts, languages and cultures in British Columbia.

The First Peoples' Board of Directors envisions the First Peoples' Cultural Institute as B.C.'s version of the Smithsonian Institute—a First Nations-run centre that attracts positive attention from around the world for the government of B.C. and its policies of reconciliation. However, it would be unique in that it would not be a museum in the traditional sense, but a demonstration of living First Nations cultures. This vision for the future clearly ties together all of the goals that have been outlined in this service plan.

The Institute would house the First Peoples' Council in a new space that would include an art gallery, recording facilities, offices and working space for learning and passing on cultural knowledge—an incubator for cultural expression and the development of cultural experts, and an international showcase of B.C. First Nations cultures. It would also expand and enhance the arts, culture and language programming of the First Peoples' Council to fulfill its complete mandate.

While the Institute would serve First Nations communities, cultural centres, Elders and artists, it would also importantly provide opportunities for First Nations youth to forge deeper connections with their heritage, arts, language and culture. This is key to the survival of First Nation's cultural and linguistic practices in B.C.

In order to achieve this important vision, the First Peoples' Council needs to build capacity within the current organization as a next step. Institutions such as the Royal B.C. Museum and the Museum of Anthropology are able to raise millions of dollars from public and private sources because they have infrastructure in place. With this in mind, we are taking steps, including further development of a business plan and feasibility study, that will allow us to move toward this important next level, so that we can fulfill our full mandate as legislated by the government of British Columbia for all First Nations in the province.

SUMMARY FINANCIAL OUTLOOK

KEY ASSUMPTIONS

- The B.C. government will continue to support the First Peoples' Council
- The New Relationship Trust will continue to support the Council with grant funding for community language revitalization projects
- The Department of Canadian Heritage will reinstate the First Peoples' Council as the Regional Delivery agent for the Aboriginal Language Initiative

RISKS & SENSITIVITIES

- Fundraising efforts will continue to be challenging and competitive due to the slow economic growth
- The Council has not been able to raise the funds needed to curb the extinction of B.C. First Nations Languages
- All B.C. languages are on the verge of extinction and the First Peoples' Council is responsible if we fail B.C. First Nations

FINANCIAL OUTLOOK

The First Peoples' Council is collaborating with the First Peoples' Cultural Foundation to acquire more financial resources for communities to revitalize their languages. For example $3,196,317 per year for the next three years is required to archive B.C.'s 34 languages on FirstVoices. If those resources were available, 34 languages would be recorded and usable for all future generations of First Nations.

The Department of Canadian Heritage recently announced a change to their distribution formula and increase in Aboriginal Language Initiative resources for B.C. It is hoped that the First Peoples' Council will again be able to administer this program in the future.

Though we have some steady funders, the First Peoples' Council needs to increase its funding significantly to achieve its mandate and in this regard, the future outlook is challenging. The First Peoples' Council will be submitting proposals to government ministries and working with the First Peoples' Cultural Foundation to fill the gap in resources needed over the next few years. The service plan budget is very conservative and based only on funding we are certain we can count on.

ORGANIZATIONAL CHANGES

The First Peoples' Council will be implementing the amendments to its legislation in 2011. This will have a slight impact on our budget, as each language will have a representative on the advisory committee, increasing our membership by about 20 people. The governance processes are positive changes to ensure that our board and advisory committee members are selected by open call.

Note: Budget information agrees with funding approved by the Ministry and forecast information is fully consistent with government's fiscal plan.

SUMMARY FINANCIALS[7]

REVENUES	MAR 09 ACTUAL	MAR 10 ACTUAL	MAR 11 FORECAST	MAR 12 FORECAST	MAR 13 FORECAST	MAR 14 FORECAST
MARR-First Citizens' Fund	1,535,489					
MARR-Transfer Under Agreement (TUA)	0	1,451,000	1,451,000	1,451,000	1,451,000	1,451,000
2010 Legacies Now	54,267	13,977	0			
BC Arts Council	467,000	450,000	0	450,000	450,000	450,000
Department of Canadian Heritage	235,236	232,470	0			
New Relationship Trust	1,192,854	1,054,800	1,000,000	1,000,000	1,000,000	1,000,000
Ministry of Labour and Citizens' Services	223,207	0	0			
Ministry of Education	42,992	0	0			
Canada Council for the Arts	40,359	3,386	49,000	30,000	30,000	
First Peoples' Cultural Foundation	205,701	263,648	588,873	150,000	200,000	250,000
Other	62,748	139,525	118,428	10,000	10,000	10,000
TOTAL REVENUES	4,059,853	3,608,806	3,207,301	3,091,000	3,141,000	3,161,000
EXPENDITURES						
Arts Grants	530,000	545,017	530,000	508,230	508,230	508,230
Arts Capacity Building and Resources	184,039	14,126	61,000			
Arts Wages and Benefits	110,750	87,572	106,755	110,000	115,000	90,000
Language Grants	1,548,113	1,327,873	1,141,446	987,555	1,017,566	1,072,642
Language Capacity Building and Resources	226,425	259,353	111,073	100,000	100,000	100,000
Language Wages and Benefits	125,124	149,214	189,599	195,000	200,000	205,000
FirstVoices Grants	324,379	97,115	120,000	250,000	250,000	250,000
FirstVoices Capacity Building and Resources	191,477	70,502	32,000			
FirstVoices Wages and Benefits	144,303	215,925	159,044	165,000	170,000	175,000
Administration Overhead	335,276	446,010	399,495	400,000	405,000	410,000
Administration Wages and Benefits	306,695	360,113	323,114	350,000	350,000	350,000
TOTAL PROGRAM EXPENDITURES	4,026,581	3,572,820	3,173,526	3,065,785	3,115,796	3,160,872
Capital Asset Purchases Capitalized	(31,042)	(16,682)	(15,000)	(15,000)	(15,000)	(15,000)
Amortization of capital assets	64,314	52,668	48,775	40,215	40,204	15,128
TOTAL EXPENDITURES	4,059,853	3,608,806	3,207,301	3,091,000	3,141,000	3,161,000
Excess (deficiency) of revenues over expenditures	0	0	0	0	0	0
CLOSING NET ASSETS						
Share Capital	100	100	100	100	100	100
Invested in capital assets	151,076	115,090	81,315	56,100	30,896	30,768
Unrestricted	232,471	268,457	302,232	327,447	352,651	352,779
TOTAL CLOSING NET ASSETS	383,647	383,647	383,647	383,647	383,647	383,647
Planned Capital Spending	31,042	16,682	15,000	15,000	15,000	15,000
Planned Debt	NONE	NONE	NONE	NONE	NONE	NONE
FTEs	9	9	9	9	9	9

The above financial information, including forecast information, was prepared based on current Canadian Generally Accepted Accounting Principles (GAAP).

SHAREHOLDER'S LETTER OF EXPECTATIONS

Table: Excerpts from the 2011/12 Shareholder's Letter of Expectations and the First Peoples' Council's Relevant Actions

STRATEGIC THEME	SHAREHOLDER'S LETTER OF EXPECTATIONS—SPECIFIC GOVERNMENT DIRECTIONS	FIRST PEOPLES' COUNCIL—KEY ACTIONS
Good Governance	Monitor and review the implementation of regulations developed under the *First Peoples' Heritage, Language and Culture Act* (RSBC 2010) and the revised policy manual guidelines to assess level of compliance with the Board Resourcing and Development Office Best Practices Guidelines, as well as monitor and review the guidelines to ensure they meet the specified objectives of: 1. Representation from all B.C. First Nations language groups on its advisory committee 2. Ability to adapt to governance changes as they occur in First Nations communities 3. Enhancing the credibility of the First Peoples' Council among First Nations, with governments, funders and other partners Complete by March 31, 2012.	Over the past year, we developed a new policy manual and changed key governance policy to ensure that the First Peoples' Council is meeting its oversight obligations. In the coming year, we will be implementing the amendments to the Act and the new appointment process via open call for the advisory committee and board.
Creating Awareness	Continue to organize and implement successful events and media releases that celebrate and raise public awareness about B.C. First Nations arts, culture and languages.	Over the next year, we have plans to send out press releases announcing such things as new products developed by the Council and recipients of funding.
Reporting	Continue to research and implement performance indicators and reporting mechanisms relevant to the corporation and First Nations communities.	This fall, we made recommendations to the Ministry of Aboriginal Relations and Reconciliation (MARR) to help us to improve our reporting processes and relationship with the Ministry. We will continue to work with MARR to implement improvements in this area.

STRATEGIC THEME	SHAREHOLDER'S LETTER OF EXPECTATIONS – SPECIFIC GOVERNMENT DIRECTIONS	FIRST PEOPLES' COUNCIL – KEY ACTIONS
Obligations to Shareholder	Fulfill obligations set out under the 2011–2012 Service Level Agreement between the Shareholder and the Corporation.	We will continue to meet our obligations through reporting mechanisms such as the service plan and annual report.
Comply with Crown Requirements	Comply with government requirement for Crown corporations to be carbon neutral by 2010.	We will record any new activities we undertake to reduce our GHG emissions in future carbon neutral action reports. As we initiate them, we will also monitor our emissions through SmartTOOL to track their success.

Appendix 1

ABORIGINAL LANGUAGES IN B.C.

LANGUAGE FAMILY	
English Name	*Own Name*
ALGONQUIAN	
Plains Cree	Nēhiyawēwin
Saulteau	Anishnaubemowin
DENE (ATHAPASKAN)	
Carrier	Dakelh (CBᵑ)
Babine-Witsuwit'en	Witsuwit'en
	Nedut'en
Chilcotin	Tsilhqot'in
Sekani	Tse'khene
Beaver	Dane-Zaa (Cᓀb)
Slavey	Dene Tha (UŪZ)
Kaska	Danezāgē'
Tahltan	Tāłtān
Nicola	(NONE RECORDED)
Tsetsaut	Wetalh
Tagish	Den k'e
INTERIOR SALISH	
Lillooet	St'át'imc
Shushwap	Secwepemc
Thompson	Nlɛʔkepmxcin
Okanagan	Nsyilxcən
KTUNAXA	
Kootenay	Ktunaxa
NUXALK	
Bella Coola	Nuxalk

English Name	*Own Name*
SALISHAN (COAST)	
Sechelt	She shashishalhem
Squamish	Sḵwx̱wú7mesh sníchim
Comox-Sliammon	Ɛy7á7juuthem
Pentlatch	Pəntl'áč
Halkomelem	Hul'q'umi'num'
	Hən̓q̓aminəm
	Stó:lō Halq'eméylem
Northern Straits	T'Sou-ke
	Lekwungen
	SENCOTEN
	Semiahmoo
	Malchosen
TLINGIT	
Tlingit	Lingít
Inland Tlingit	Łingít
TSIMSHIANIC	
Coast Tsimshian	Sm̓algya̱x
Southern Tsimshian (Klemtu)	Ski:xs
Nisga'a	Nisg̱a'a
Gitksan	Gitsenim̱x
WAKASHAN	
Kwak'wala	K̲wak'wala
Haisla.enaksiala.ala (Kitlope	X̱a''islaḵala (Kitimaat)
	Xenaksialaḵ'ala (Kitlope)
Heiltsuk	Hailhzaqvla
Oowekeno	Oowekyala
Nootka	Nuučaaʔnul
Nitinat	DiitiɬPaatx̱
X̱AAYDAA KIL	
Masset Haida	X̱aaydaa Kil

First Peoples' Language Map of British Columbia

Tutchone

Den ʔe

Łingít

Denezǯǫ̀ʔ

Dane Tha (Uʔ L)

Tahltan

Łingít

Dane-Zaa (Cʼe b)

Tsetsʼkhene

Nisgaʼa

ᓀᐦᐃᔨᐁᐧᐃᐣ (Nêhiyawêwin)

Gitxsanimx

Nedutʼen

Witsuwitʼen

Shalgyax

Xaad Kil / Xaaydaa

Xaʼisla Kaila

Dakelh (Cʰᵉ)

Xenaksialakala

Sḵbxs

Halhzaqvla

Nuxalk

Tsilhqotʼin

Oowekyala

Secwepemctsin

Kwakwala

Sḵálimcets

Éy7á7juthem

Nlʔakapmxcin

Nxyíxcən

Ktunaxa

She shashishalhem

Nuučaanuł

Sḵwxwú7mesh snichim

Nicola

Dǝnǝ́ʔǝtɬ

SENĆOŦEN / Malchosen / Lekwungen / Semiahmoo / TSou-ke

Lhéchelesem

Huʔqʼumíʔnum' / Halqʼeméylem / hənqəminəm

Nax̌ªxłaɣəmúcən

Nqłspəśícn

Languages

Reserves

Cities & Towns

- Quw'utsun' Cultural and Conference Centre · www.quwutsun.ca
- Umista Cultural Society · www.umista.org
- Kitwanga Fort National Historic Site · www.pc.gc.ca/eng/lhn-nhs/bc/kitwangafort
- Kwagiulth Museum and Cultural Centre · www.kwagiulth.ca
- Kwagiulth Museum at Quadra Island · www.kwagiulthmuseum.ca
- Kwagu'ł Gilakasla Village Museum · www.gilakasla.com
- Kwakiutl Museum and Cultural Centre · www.kwakiutlmuseum.ca
- Kwanlin Dün Cultural Centre · www.kwanlindun.com
- Kwäday Dän Ts'inchi Interpretive Centre · www.kwadaydanschi.ca
- Kwäday Dän Ts'inchi Museum · www.kwadaydanschi

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

1A Boat Ramp Road, Brentwood Bay, B.C. V8M 1N9
TEL: (250) 652-5952 // FAX: (250) 652-5953 // EMAIL: info@fphlcc.ca
WEB: www.fphlcc.ca